

**Senate File 324 - Introduced**

SENATE FILE 324

BY WAHLS

**A BILL FOR**

1 An Act providing for time off to care for or transport a child  
2 in the event of a school cancellation, late start, or early  
3 dismissal due to inclement weather and making penalties  
4 applicable.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1     Section 1. NEW SECTION. 91A.5B School cancellation, late  
2 start, or early dismissal due to inclement weather — time off.

1. An employer shall provide an employee upon request an amount of time off necessary for the purpose of caring for or transporting the employee's child in the event of a cancellation, late start, or early dismissal of the school day at the school the child attends due to inclement weather. Such a request shall be submitted to the employer within one business day after taking such time off.

10       2. An employer shall have the discretion of providing paid  
11 or unpaid time off pursuant to subsection 1. An employer shall  
12 not discharge, penalize, or otherwise retaliate against an  
13 employee for taking time off pursuant to subsection 1.

14       3. An employee shall provide an employer with as much  
15 notice as practicable of the employee's intent to take time off  
16 pursuant to subsection 1. An employer may require the employee  
17 to provide the employer with documentation of the cancellation,  
18 late start, or early dismissal of the school day within one  
19 business day of requesting such time off.

20 EXPLANATION

21 The inclusion of this explanation does not constitute agreement with  
22 the explanation's substance by the members of the general assembly.

23 This bill requires an employer under Code chapter 91A  
24 to provide an employee upon request an amount of time off  
25 necessary for the purpose of caring for or transporting the  
26 employee's child in the event of a cancellation, late start,  
27 or early dismissal of the school day at the school the child  
28 attends due to inclement weather. Such a request shall be  
29 submitted within one business day after taking such time off.

30 The bill provides an employer with the discretion to  
31 provide paid or unpaid time off pursuant to the bill. The  
32 bill prohibits an employer from discharging, penalizing, or  
33 otherwise retaliating against an employee for taking time off  
34 pursuant to the bill.

35 The bill requires an employee to provide an employer with

1 as much notice as practicable of the employee's intent to  
2 take time off pursuant to the bill. The bill authorizes an  
3 employer to require the employee to provide documentation of  
4 the cancellation, late start, or early dismissal of the school  
5 day within one business day of requesting such time off.

6 Code chapter 91A is administered and enforced by the  
7 labor commissioner. A violation of Code chapter 91A or the  
8 administrative rules promulgated under it is subject to a  
9 civil penalty of not more than \$500 per pay period for each  
10 violation.